

8. The approval or rejection of a claim filed under this coverage shall not be subject to the grievance procedure of this Agreement.

Section M - Child Care

A fifty-percent (50%) discount will be offered to school board teachers on the district program rates for school board operated child-care at school board facilities.

Section N - Retroactivity of Contribution (Premium) Collections

Payroll deductions for employee contributions (premiums) for insurance benefits shall be retroactive to January 1 of each insurance plan year should the Union and Board fail to approve and ratify agreement as to those contributions (premiums) prior to January 1 of each calendar year.

ARTICLE XVII – SALARY

- A. The base salaries for all Type "E" and Type "J" employees shall be as set forth in this Article. The base salaries of all Type "G" teachers shall be set forth in Article VIII of this Agreement. Below is the grandfathered Salary Schedule for 2019-20 and the Pay-for-Performance Model:

2019 - 2020 SALARY SCHEDULES

	Grandfathered Ranges		Pay for Performance Ranges	
AA	38940	45777	39226	45783
BB	38604	45891	39340	45897
CC	39121	46408	39857	46414
DD	39743	47030	40479	47036
EE	40467	47754	41203	47760
FF	41399	48686	42135	48692
GG	42538	49825	43274	49831
HH	43884	51171	44620	51177
II	45333	52620	46069	52626
JJ	46990	54277	47726	54283
KK	48854	56141	49590	56147
LL	50925	58212	51661	58218
MM	53202	60489	53938	60495
NN	55584	62871	56320	62877
OO	59145	66432	59881	66438
Value of E	\$1,500		Value of E	\$1,500
Value of HE	\$2,000		Value of HE	\$2,001

A teacher must have worked a minimum of two (2) consecutive nine-week grading periods in the same school with the same students to be eligible for the District's state-approved Pay for Performance Program. In cases where a teacher takes an approved medical leave during the current school year but works the equivalent of two (2) nine-week grading periods (99 school days or more) for the current school year, and received a full Summative Part 1 and Summative Part 2 evaluation, the teacher will be eligible for Pay for Performance.

2019-20 PLACEMENT SALARY SCHEDULE

	Years of verified teaching experience	
AA	0-5	39,226
BB	6-7	39,340
CC	8-10	39,857
DD	11	40,479
EE	12	41,203
FF	13-14	42,135
GG	15-16	43,274
HH	17-18	44,620
II	19-20	46,069
JJ	21-22	47,726
KK	23-24	49,590
LL	25	51,661
MM	26	53,938
NN	27	56,320
OO	28+	59,881

During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provisions of this bill addressed advanced degrees. The language states: *"A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired after July 1, 2011, unless the advanced degree is held in an individual's area of certification and is only a salary supplement".*

The District has adopted a Pay-for-Performance Salary Schedule as set forth in Florida Statute 1012.22 that provides annual salary adjustments for instructional personnel based upon performance determined under Florida Statute, 1012.34,

rather than on years of experience. The placement schedule above reflects initial placement only.

Please call Human Resources at 321-633-1000 Ext. 11220 for more information.

The 2015-2016 amended salary schedule will become known as the "Grandfathered" salary schedule.

New teachers hired after the effective date of this contract will be placed on the salary schedule commensurate with Brevard Public School teachers' years of experience.

Teachers shall accrue annual leave consistent with board policies for all other 12-month employees.

Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the Board subject to the provisions of Chapter 447, F.S. It is further understood that upon expiration of the Agreement, incremental steps on the salary schedule are subject to renegotiations and are not automatically payable until such time as a new salary schedule has been ratified.

Except as otherwise provided herein, a teacher who is assigned to work in an instructional capacity involving direct contact with students, e.g. elementary school foreign language programs, and when such assignments are during the teacher's normal work year and beyond the normal teacher forty (40) hour workweek, time spent on such assignments shall be paid at the affected teacher's hourly rate. For each one hour of work time, the teacher shall be scheduled for no less than fifteen (15) minutes of preparation time.

A teacher must have worked a minimum of two consecutive nine-week grading periods in the same school with the same students to be eligible for the District's state-approved Pay for Performance Program.

- B. Two (2) years of credit for purposes of placement on the salary schedule shall be given for military service completed since January 1, 1940. A year of experience shall be granted for twelve (12) months of active duty service. A partial year shall be counted if the active military service is within thirty (30) days of being a full year. Additional credit shall not be allowed for teaching assignments while in military service.
- C. Ninety-nine (99) or more days of full-time teaching, to include paid leave, in any single year shall be considered as one (1) full year of experience. If a full-time Brevard Public School (BPS) teacher works no less than one (1) full

semester and such full semester has fewer than ninety-nine (99) days, one year of experience will be granted for pay purposes.

- D. Teachers hired before July 1, 2011, who had earned an advanced degree are grandfathered and will continue to be paid a supplement for the highest degree the teacher has earned. Teachers hired on or after July 1, 2011, will be paid a salary supplement annually for advanced degrees provided the advanced degree is held in the individual's area of certification. The teacher is responsible to submit appropriate academic credentials.

Master's Supplement	\$2,730.00
Specialist's Supplement	\$4,056.00
Doctorate Supplement	\$5,408.00

For those teachers hired on or after July 1, 2011, an advanced degree shall be deemed held in the individual's area of certification in accordance with section 1012.22(1)(c)3, Fla Stat. Florida Statutes (20128), if the official transcript issued by the accredited post-secondary educational institution or an authorized clarifying letter from the educational institution, submitted directly from the university on letterhead in a sealed envelope, clearly and specifically provides a major, concentration, or specialization in the individual's certification subject (e.g. mathematics, English, Elementary Education). The Bureau of Education Certification Degree Major List of the Florida Department of Education shall be used by the district as a tool in determining whether the advanced degree major is acceptable for the supplement. Once documentation is provided and verified, the teacher will begin receiving the supplement pay from the date of verification forward. Teachers hired on or after July 1, 2011 may submit advanced supplement documentation as described above; however, payment will not begin until the verification process has been completed. No retroactive payments will be made.

- E. The Board shall provide terminal pay to any teacher upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death. However, such terminal pay shall not exceed the amount shown as follows:
 1. During the first three (3) years of district service, the daily rate of pay multiplied by thirty-five percent (35%) times the number of days of accumulated sick leave.
 2. During the next three (3) years of district service, the daily rate of pay multiplied by forty percent (40%) times the number of days of accumulated sick leave.