

2043-2025 New Hire Placement Only Schedule Teacher
 Hire On or After July 1, 2024

10 MONTH

LEVELS

Experience/Levels of Pay

A. 0-9 Years	51,000
B. 10	51,550
C. 11	52,350
D. 12	53,000
E. 13	54,060
F. 14	55,120
G. 15	57,240
H. 16	58,830
I. 17	60,420
J. 18	62,010
K. 19	63,600
L. 20	65,190
M. 21	66,780
N. 22	68,370
O. 23	69,960
P. 24	71,020
Q. 25	72,080
R. 26	73,140
S. 27	74,200
T. 28	76,320

PAY FOR HIGHER DEGREES

\$2,500 MASTER'S
 \$4,000 SPECIALIST
 \$6,000 DOCTORATE

F.S. 1012.22 (1) ('C) 3:

For instructional personnel hired on or after July 1, 2011 credit for the advanced degree held must be in the individual's area of certification.

Teachers shall be initially placed on the performance pay salary schedule based on comparable teaching experience. Credit shall be given for each year of full time teaching experience for which the employee received at least a satisfactory or effective performance evaluation that is comparable to current District Teachers with similar experience. After the initial placement on the salary schedule all future salary increases shall be based on performance and become added to and will become part of their new base salary.

This schedule lists the base salary for instructional personnel holding a valid Florida Educator's Certificate, regardless of each individual's contractual status, The schedule list salary as an annual figure. For working part-time beyond the regular contract year, (including summer school) pay will be computed in terms of the individual's professional hourly rate. The professional hourly rate is derived by dividing the annual base salary rate by the number of contracted days and then dividing the daily rate by seven and one half (7-1/2) to obtain the hourly rate.

***PLANNED POST GRADUATE PROGRAM:**

Documentation of additional credit hours must be received by OCTOBER 1, each year

CURRICULUM DEVELOPMENT AND INSERVICE ACTIVITIES: \$122

CCC SPEECH THERAPIST: \$4000

SELF-CONTAINED TEACHERS: \$2000

STATE APPROPRIATED BONUS: \$50

1. Advance Placement Test - 3 or higher per student: (D & F school \$500, Maximum Pay \$2000) Contingent on State Funding

LEVEL INCREASES WILL NOT BE PAID AUTOMATICALLY EACH YEAR. PAYMENT OF LEVEL INCREASES OR FUTURE INCREASES IN SALARY, IF ANY WILL RESULT FROM THE BARGAINING PROCESS. THE FUTURE USE OF THIS SALARY SCHEDULE IS CONTINGENT UPON RECEIVING SUFFICIENT FUNDS FROM THE STATE, DESIGNATED FOR SALARIES. IF THIS FUNDING DECREASES BOTH PARTIES AGREE TO RETURN TO THE NEGOTIATION TABLE.

If budget constraints limit the district's ability to fully adopt salary schedules the performance salary schedule shall not be reduced in a manner that is proportionally

greater than reductions to any other salary schedule adopted by the district.

Associate Substitute Teacher (AST) will be paid \$ 164.00 per day and receive benefits.

In order to qualify as an AST, individuals must:

- a) Hold a Bachelor's Degree or higher from an accredited educational institution.
- b) Hold a valid Florida Statement of Eligibility verifying requirements are met for issuance of a temporary or professional certificate except for the subject area exam.
- c) Must receive Principal and Superintendent approval before being assigned to this position.
- d) Such alternatives to the above minimum qualifications as the Board may find appropriate and acceptable.
- e) Salary shall be paid consistent with the district's approved compensation plan.
- f) Will actively pursue requirements for professional certification as a teacher and provide documentation to HR every 3 months or less.
- g) The length of work and hours of employment shall be those established by the district.
- h) Employment will be reviewed at the end of each school year by the district to determine if the individual will be reappointed for another year.

Effective: July 1, 2024

Adopted: