APPENDIX E
TEACHERS SALARY SCHEDULE

GRANDFATHERED SALARY SCHEDULE
EFFECTIVE ~~2023-2024~~ 2024-2025 SCHOOL YEAR
Effective July 1, ~~2023~~ 2024

C	~~$53,015~~ $54,473
D	~~$53,649~~ $55,125
E	~~$55,589~~ $57,117
F	~~$56,235~~ $57,782
G	~~$56,617~~ $58,174
H	~~$57,201~~ $58,774
I	~~$57,522~~ $59,103
J	~~$58,676~~ $60,290
K	~~$59,706~~ $61,347
L	~~$60,509~~ $62,173
M	~~$62,590~~ $64,311
N	~~$63,412~~ $65,156
O	~~$65,088~~ $66,878
P	~~$66,829~~ $68,667
Q	~~$70,074~~ $72,001
R	~~$75,912~~ $78,000
S	~~$84,869~~ $87,203
T-U	~~$86,209~~ $88,580

Salary rates for all levels on the Grandfathered Teacher Salary Schedule shall increase by ~~3.65%~~ 2.75% effective July 1, ~~2023~~ 2024. Employees who are in an active status as of the date of Board approval of this Agreement will receive the increase retroactive to July 1, ~~2023~~ 2024.

0. **Teachers Returning from Leave**

   Employees returning from a Board approved leave shall be placed at the same level the employee was on prior to the leave. A teacher returning from a Board approved leave and who has not gained additional classroom teaching experience, shall be placed at a level on the salary schedule which is closest but not less than what the teacher was earning prior to the leave. Although not guaranteed, teachers may be granted teaching experience credit for the work performed during the Board approved leave for verified classroom teaching experience, provided the request is submitted within three months of returning to Broward County Public Schools.

2. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a negotiated salary increase retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfilled the terms of the professional development plan resulting from the unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

3. **Advanced Degree Stipends:**

	Out-of-Field*	**In-Field**
Master's Degree	$2,600	$3,650
Specialist Degree	$5,000	$6,800
Doctor's Degree	$7,000	$8,000
Basic Incentive Award	$1,400	$2,000
Advanced Incentive Award	$2,200	$2,700

*****Effective November 1, 1994, bargaining unit members may only qualify to earn degree's in-field. However, unit members who held out-of-field degrees and incentives on November 1, 1994, shall continue to receive the remuneration listed above in the column entitled "out-of-field" for as long as they work for the Board in this bargaining unit without a break in service. A Board approved leave is not considered a break in service.

Bargaining unit members hired prior to July 1, 2011, who earn an advanced degree shall be granted an in-field advanced degree stipend as defined in Appendix A.

Bargaining unit members hired on or after July 1, 2011, who earn an advanced degree shall be paid a salary supplement in the amount equal to the advanced degree stipend above; but only if the advanced degree is in the bargaining unit member's area of certification.

4. **New Educator Professional Improvement Supplement:** A three-hundred-dollar ($300) payment shall be payable to any teacher who has less than three (3) years of credited experience and accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the first three (3) years of teaching experience on the salary schedule. The courses should enable employees to become highly qualified or to improve their skills in their teaching field(s).

5. **INITIAL PLACEMENT INCREASES**

PAY FOR PERFORMANCE INITIAL PLACEMENT CHART FOR TEACHERS

Years of Experience	Salary (Start Date Effective after June 30, ~~2023~~ 2024)	Initial Placement Increases	Salary With Initial Placement Increase (Start Date Effective after June 30, ~~2023~~ 2024) *
0-16			~~$50,266~~ $51,402
17	~~$50,266~~ $51,402	$535	~~$50,801~~ $51,937
18	~~$50,266~~ $51,402	$1,184	~~$51,450~~ $52,586
19	~~$50,266~~ $51,402	$1,841	~~$52,107~~ $53,243
20	~~$50,266~~ $51,402	$2,507	~~$52,773~~ $53,909

***Equity Adjustment** – The salary of any employee earning less than the amounts reflected on this schedule who has the equivalent years of experience will be adjusted so that said employees will earn no less than a new hire would be pursuant to this schedule.

PAY FOR PERFORMANCE SCHEDULE PLACEMENT CHART FOR TEACHERS

New teachers on the Pay for Performance Salary Schedule shall be initially placed on the salary level reflected in the Pay for Performance Schedule Placement Chart.

The Years of Experience column is solely for the initial placement of teachers on the Pay for Performance Schedule. Annual salary increases following initial placement shall be based upon the outcome of each teacher's overall evaluation rating and/or negotiated increases. In accordance with F.S. 1012.22 only teachers receiving an overall evaluation rating of Highly Effective or Effective are entitled to a Pay for Performance salary increase. Teachers receiving an overall evaluation rating of Needs Improvement or Unsatisfactory, or teachers who do not receive an evaluation, are not entitled to a Pay for Performance salary increase.

Once placed upon the Pay for Performance Placement Chart, each teacher will receive salary increases based upon performance and will therefore have an individualized salary.

Pay for Performance Teachers who are in an active status as of the date of Board approval of this Agreement rated as "Highly Effective" during the ~~2022-2023~~ 2023-2024 school year, shall receive a base salary increase of ~~4.56%~~ 3.45% effective July 1, ~~2023~~ 2024. Pay for Performance Teachers rated as "Effective" will receive a base salary increase of ~~3.42%~~ 2.59% effective July 1, ~~2023~~ 2024.

Referendum Funds: For each year of the referendum, no less than 75% of BCPS' share of total collected Referendum Funds (net of charter schools) shall be allocated to District employee supplements, with no less than 80% of those funds to be appropriated to eligible employees in the BTU-EP bargaining unit. In the event that SBBC collects additional Referendum Funds than those required to fund the agreed-upon referendum supplements for the 2023-2024, 2024-2025, 2025-2026, and/or 2026-2027 school years, the parties will agree on the distribution of said additional funds to eligible employees in the BTU-EP bargaining unit.

For the 2023-2024, 2024-2025, 2025-2026, and 2026-2027 school years, eligible employees in the BTU Education Professionals bargaining unit on the Grandfathered Salary Schedule, will receive a Referendum Supplement as follows:

Base Salary Range	Referendum Supplement
Levels C-R	$12,000
Level RF, S, T, & U	$10,000

For the 2023-2024, 2024-2025, 2025-2026 and 2026-2027 school years, eligible employees in the BTU Education Professionals bargaining unit on the Pay for Performance Schedule, whose effective start date is on or before June 30, of the previous school year, will receive a Referendum Supplement as follows:

0 years – New Hires	$500
1-2 years of experience	$2,000
3-5 years of experience	$3,000
6-7 years of experience	$5,500
8-9 years of experience	$6,000
10 years of experience	$7,500
11-14 years of experience	$10,000
15 years & above years of experience	$12,000
RF, S, T, & U	$10,000

Referendum Supplements, Initial Placement Increases, and Equity Adjustments are pensionable and shall be paid in equal installments per pay period of the employee. Employees who separate employment before the end of the fiscal year shall receive a pro rata portion of the Referendum Supplements, Initial Placement Increases, and Equity Adjustments commensurate with the portion of the year actually worked by the employee.

In the event that SBBC collects additional Referendum Funds for the 2023-2024, 2024-2025, 2025-2026 and 2026-2027 school years, the parties will agree on the distribution of said additional funds to eligible employees in the BTU-EP bargaining unit.