

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2016-2017 SCHOOL YEAR,
Effective the first day of each employee's 2016-2017 work calendar.**

Level	Salary
B	\$43,286
C	\$44,342
D	\$44,872
E	\$46,494
F	\$47,035
G	\$47,355
H	\$47,843
I	\$48,111
J	\$49,077
K	\$49,938
L	\$50,610
M	\$51,896
N	\$52,577
O	\$53,966
P	\$55,411
Q	\$58,100
R	\$62,941
S	\$71,760
T-U	\$75,035

Employees on Levels "T" and "U" shall receive a \$2,000 increase for the 2016-2017 school year and the salary shall be \$75,035.

For the 2016-2017 school year, Grandfathered Teachers shall retain their same salary level and receive a base salary increase as mutually agreed upon by the parties through collective bargaining.

1. 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 fulfills 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).

**2017-2018 PAY FOR PERFORMANCE INITIAL PLACEMENT CHART FOR
TEACHERS HIRED AFTER JUNE 30, 2017**

Years of Experience	Salary
0-2	\$40,724
3	\$41,742
4-7	\$42,760
8	\$43,269
9-10	\$43,981
11	\$44,490
12	\$44,796
13	\$45,254
14	\$45,707
15	\$46,164

**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 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.

For the 2016-2017 school year, teachers on the Pay for Performance Salary Schedule shall receive a salary adjustment, based on the 2015-2016 overall evaluation ratings, in the following manner:

1. Highly Effective -5.10%
2. Effective -3.0%