

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2018-2019 2019-2020 SCHOOL YEAR
Effective January July 1, 2019**

4/2/2020
TASC

4/2/2020
TA OF

| Level | Salary | Salary |
|-------|----------|----------|
| B | \$45,370 | \$46,446 |
| C | \$46,478 | \$47,579 |
| D | \$47,033 | \$48,148 |
| E | \$48,733 | \$49,888 |
| F | \$49,300 | \$50,469 |
| G | \$49,635 | \$50,812 |
| H | \$50,147 | \$51,336 |
| I | \$50,428 | \$51,623 |
| J | \$51,441 | \$52,660 |
| K | \$52,343 | \$53,583 |
| L | \$53,048 | \$54,305 |
| M | \$54,872 | \$56,173 |
| N | \$55,592 | \$56,910 |
| O | \$57,061 | \$58,414 |
| P | \$58,589 | \$59,977 |
| Q | \$61,433 | \$62,889 |
| R | \$66,551 | \$68,128 |
| S | \$75,216 | \$76,166 |
| T-U | \$76,656 | \$77,369 |

Salaries for levels B-R Grandfathered Teacher Salary Schedule shall increase by 2.37% effective July 1, 2019. Employees on level S on the BTU-Grandfathered Teacher Salary Schedule shall receive a \$950 increase to their annual salary and employees on levels T & U shall receive a \$713 increase to their annual salary, effective July 1, 2019. Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to January July 1, 2019.

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**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

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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 ~~2018-2019~~2019-2020 school year, teachers on the Pay for Performance Salary Schedule shall receive a salary adjustment, based on the ~~2017-2018~~ 2018-2019 overall evaluation ratings, in the following manner:

1. Highly Effective - ~~2.17~~2.38%
2. Effective - ~~1.63~~1.78%

Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to ~~January~~ July 1, 2019.