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**APPENDIX E
TEACHERS SALARY SCHEDULE
GRANDFATHERED SALARY SCHEDULE**

**EFFECTIVE 2018-2019 ~~2017-2018~~
SCHOOL YEAR,**

Effective January 1, 2019, the first day of each employee's ~~2017-2018~~ work calendar.

Level	Salary
B	<u>\$45,370</u> \$44,411
C	<u>\$46,478</u> \$45,495
D	<u>\$47,033</u> \$46,039
E	<u>\$48,733</u> \$47,703
F	<u>\$49,300</u> \$48,258
G	<u>\$49,635</u> \$48,586
H	<u>\$50,147</u> \$49,087
I	<u>\$50,428</u> \$49,362
J	<u>\$51,441</u> \$50,353
K	<u>\$52,343</u> \$51,236
L	<u>\$53,048</u> \$51,926
M	<u>\$54,872</u> \$53,712
N	<u>\$55,592</u> \$54,417
O	<u>\$57,061</u> \$55,855
P	<u>\$58,589</u> \$57,350
Q	<u>\$61,433</u> \$60,134
R	<u>\$66,551</u> \$65,144
S	<u>\$75,216</u> \$73,626
T-U	<u>\$76,656</u> \$75,035

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

~~Employees on Levels "T" and "U" shall receive a one time, non-recurring bonus of \$1,000 for the 2017-2018 school year and the salary shall be \$75,035 (not inclusive of the \$1,000 bonus payment).~~

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~~**Longevity Bonus Award:** Grandfathered Teachers (except for Levels S, T & U) with fifteen (15) or more years of District service as of July 1, 2017 shall receive a one-time, non-recurring bonus award of \$300.~~

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.

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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).

4.

5. **2017-2018 INITIAL PLACEMENT INCREASES. PAY FOR PERFORMANCE INITIAL PLACEMENT CHART FOR TEACHERS.**

Years of Experience	Salary (Start Date Effective After June 30, 2017)	Initial Placement Increases	Salary (Start Date Effective After June 30, 2019) *
0 - 2	\$40,724	\$509	\$41,233
3	\$41,742	\$522	\$42,264
4 - 7	\$42,760	\$535	\$43,295
8	\$43,269	\$541	\$43,810
9 - 10	\$43,981	\$550	\$44,531
11	\$44,490	\$578	\$45,068
12	\$44,796	\$582	\$45,378
13	\$45,254	\$588	\$45,842
14	\$45,707	\$594	\$46,301
15	\$46,164	\$600	\$46,764
16	\$46,164	\$1,231	\$47,395
17	\$46,164	\$1,871	\$48,035
18	\$46,164	\$2,520	\$48,684
19	\$46,164	\$3,177	\$49,341
20	\$46,164	\$3,843	\$50,007

*-**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 employee will earn no less than a new hire would pursuant to this schedule.

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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 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~~ ~~2017-2018~~ school year, teachers on the Pay for Performance Salary Schedule shall receive a salary adjustment, based on the ~~2017-2018~~ ~~2016-2017~~ overall evaluation ratings, in the following manner:

1. Highly Effective - ~~2.17%~~ ~~3.51%~~
2. Effective - ~~1.63%~~ ~~2.6%~~

~~Longevity Bonus Award:~~ ~~Pay for Performance Teachers with fifteen (15) or more years of District service as of July 1, 2017 shall receive a one time, non-recurring bonus award of \$300.~~

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

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APPENDIX E

Referendum Funds: No less than 66.67% of funds collected from the August 28, 2018 Referendum on a Question Regarding a Levy of Ad-Valorem Taxes for Essential Operating Expenses (“Referendum Funds”) in the Fiscal Year beginning on July 1, 2019, shall be designated for and distributed to eligible District employees in the BTU Education Professionals bargaining unit. Such Referendum Funds shall be distributed as Referendum Supplements as described below, and Initial Placement Increases and Equity Adjustments as specified in section 5 above.

For the 2019-2020 school year, eligible employees in the BTU Education Professionals bargaining unit on the Grandfathered Salary Schedule and Pay for Performance, whose effective start date is on or before June 30, 2019, will receive a Referendum Supplement as follows:

<u>Base Salary Range</u>	<u>Referendum Supplement</u>
Levels C-F	\$2,500
Levels G-K	\$4,500
Levels L-N	\$5,000
Levels O-R	\$8,000
Level RF	\$2,500
Level S	\$2,700
Levels T-U	\$2,300
PFP	\$2,500

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

The parties intend that these Referendum Supplements, Initial Placement Increases and Equity Adjustments will be pensionable. No less than 66.67% of Referendum Funds shall continue to be appropriated to eligible employees in the BTU Education Professionals bargaining unit, accounting for increases or decreases for the Certified School Taxable Value, and their distribution shall be negotiated annually by the parties until the referendum sunsets or is extended via Board approval and community vote.