

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**GRANDFATHERED SALARY SCHEDULE
EFFECTIVE ~~2020-2021-2021-2022~~ SCHOOL YEAR
Effective July 1, 2020, 2021**

Level	Salary	Salary
C	\$48,661	<u>49,182</u>
D	\$49,242	<u>49,769</u>
E	\$51,022	<u>51,568</u>
F	\$51,616	<u>52,168</u>
G	\$51,967	<u>52,523</u>
H	\$52,502	<u>53,064</u>
I	\$52,796	<u>53,361</u>
J	\$53,856	<u>54,432</u>
K	\$54,801	<u>55,387</u>
L	\$55,539	<u>56,133</u>
M	\$57,449	<u>58,064</u>
N	\$58,203	<u>58,826</u>
O	\$59,741	<u>60,380</u>
P	\$61,340	<u>61,996</u>
Q	\$64,318	<u>65,006</u>
R	\$69,677	<u>70,423</u>
S	\$77,897	<u>78,730</u>
T-U	\$79,127	<u>79,974</u>

~~2020-2021 HB 641 Teacher Salary Allocation~~

~~In addition to the 1.3% increase to base salary received pursuant to the Memorandum of Understanding dated September 4, 2020, all bargaining unit members on the Grandfathered Salary Schedule shall receive an additional increase to base salary of approximately .96% effective 7/1/2020.~~

~~Additionally, for the 2020-2021 school year, bargaining unit employees who were in an active status on the first day of their work calendar and are in an active status as of the date of full ratification, will receive a \$1500 one time bonus (non-recurring, non-FRS eligible).~~

Salary rates for all levels on the Grandfathered Teacher Salary Schedule shall increase by 1.07% effective July 1, 2021. Employees who are employed as of the date of Board approval of this Agreement will receive the increase retroactive to July 1, 2021.

For the 2021-2022 school year, bargaining unit employees who were in an active status as of the date of Board approval will receive a \$2,000 one-time stipend (nonrecurring, non-FRS eligible).

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~~ 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, 2020)	Initial Placement Increases	Salary With Initial Placement Increase_(Start Date Effective after June 30, 2020)*
0-16			\$47,500
17	\$47,500	\$535	\$48,035
18	\$47,500	\$1,184	\$48,684
19	\$47,500	\$1,841	\$49,341
20	\$47,500	\$2,507	\$50,007
	\$47,500		

***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.

~~2020-2021 HB 641 Teacher Salary Allocation~~

~~Any PFP bargaining unit member who received a 1.3% increase to base salary pursuant to the Memorandum of Understanding dated September 4, 2020 shall receive an additional increase to base salary of approximately .96% effective 7/1/2020.~~

~~Additionally, for the 2020-2021 school year, bargaining unit employees who were in an active status on the first day of their work calendar and are in an active status as of the date of full ratification, will receive a \$1500 one-time bonus (non-recurring, non-FRS eligible).~~

**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 rated as "Highly Effective" during the 2020-2021 School Year, shall receive a base salary increase of 1.33% effective July 1, 2021. Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 1.00% effective July 1, 2021.

For the 2021-2022 school year, bargaining unit employees who were in an active status as of the date of Board approval, will receive a \$2,000 one-time stipend (nonrecurring, non-FRS eligible).

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 ~~2020-2021~~ 2021-2022 School Year, eligible employees in the BTU Education Professionals bargaining unit on the Grandfathered Salary Schedule, whose effective start date is on or before June 30, ~~2020~~ 2021, will receive a Referendum Supplement as follows:

Base Salary Range	Referendum Supplement
Levels C-F	\$5,000
Levels G-N	\$6,000
Levels O-R	\$8,500

<u>Level RF S T U</u>	<u>\$5,000</u>
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<u>Base Salary Range</u>	<u>Referendum Supplement</u>
<u>Levels C-R</u>	<u>13%</u>
<u>Levels RF, S, T, U</u>	<u>6%</u>

For the ~~2020-2021~~ 2021-2022 School Year, 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, ~~2020~~ 2021, will receive a Referendum Supplement as follows:

<u>Base Salary Range</u>	<u>Referendum Supplement</u>
<u>Below \$44,501</u>	<u>\$500</u>
<u>\$44,501 – \$45,999</u>	<u>\$2,500</u>
<u>\$46,000 – \$47,499</u>	<u>\$3,500</u>
<u>\$47,500 – \$49,000</u>	<u>\$4,000</u>
<u>\$49,001 – \$59,999</u>	<u>\$5,000</u>
<u>\$60,000 or Above</u>	<u>\$6,000</u>

<u>0-11 years of experience</u>	<u>3%</u>
<u>12 - 25 years of experience</u>	<u>9%</u>
<u>26 years & above years of experience</u>	<u>5%</u>

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 Increases 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.

Referendum Funds:

For the 2020-2021 school year: 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, 2020 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, initial placement increases and/or equity adjustments as negotiated by the parties.

For the 2021-2022 school year: 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, 2021 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, initial placement increases and/or equity adjustments as negotiated by the parties.

For the 2022-2023 school year: 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, 2022 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, initial placement increases and/or equity adjustments as negotiated by the parties.

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 increases, 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.