

3410 - COMPENSATION

All instructional staff members shall be paid in accordance with salary schedules as adopted by the Board.

The base salary set forth in these salary schedules, as well as the amounts provided for adjustments and supplements, shall be subject to collective bargaining.

Credit for Previous Experience

The salary established for instructional personnel under the Placement Schedule, and will include a credit for previous experience earned in a position with similar responsibilities, as follows:

- A. The minimum time that will be recognized as a year of service is full time actual service rendered for more than one half (1/2) of the number of days or more than one half (1/2) of the number of hours for the normal contractual period of service for the position held. In determining such service, sick leave and paid holidays shall be counted, but all other types of leave and holidays will be excluded.
- B. Credit for service in another state or as otherwise allowed under the adopted salary schedule shall be determined by using the minimum service required in this District for a comparable position and in accordance with provisions of the applicable collective bargaining agreement. In determining the number of days that must be served to constitute a full year of out of state teaching experience, the existing regulations of the State or District in which the contract was executed shall be used as the criteria.
- C. Transfer of previous experience in a position with similar responsibilities:
 1. will include all previous experience with this District;
 2. may include experience from other employers;
 3. will only include experience as a certified teacher.
- D. An employee who claims credit for previous experience must complete and submit to the Human Resources Department the Experience Verification Form (Form 3410 F1) within the first fourteen (14) days of employment, in order to receive credit for years of service.

Instructional staff members should refer to the current collective bargaining agreement for more information regarding compensation.

Salaries of all instructional staff members shall be determined by the School Board and shall be authorized by the following salary schedules adopted by the Board upon the recommendation of the Superintendent:

- A. grandfathered salary schedule for instructional staff who have continuing contracts or professional service contracts and were hired before July 1, 2014; or
- B. the performance salary schedule for instructional staff who were hired after July 1, 2014, or who held annual contracts as of July 1, 2014.

[X] The annual salary schedule shall provide a salary adjustment for advanced degrees earned, if the degree is held in the individual's area of certification.

The base salary set forth in these salary schedules, as well as the amounts provided for adjustments and supplements, shall be subject to collective bargaining.

If budget constraints in any given year limit the Board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the District. Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by, and in accordance with, F.S. 1012.22.

Grandfathered Salary Schedule for Instructional Staff

The grandfathered salary schedule for instructional staff shall be used as the basis for paying instructional personnel hired before July 1, 2014, who have a continuing contract or a professional service contract. Each year instructional staff members who were hired before July 1, 2014 and who have a continuing contract or a professional service contract will have the opportunity to move from this salary schedule to the performance salary schedule for instructional staff.

A portion of each employee's compensation paid pursuant to the grandfathered salary schedule for instructional staff shall be based on demonstrated performance as evaluated in accordance with State law and Policy 3220, *Evaluation of Instructional Personnel*.

~~Pursuant to statutory requirements and subject to negotiation, the grandfathered salary schedule for instructional staff shall provide for differentiated pay for based upon the following District determined factors:~~

A. ~~additional responsibilities;~~

~~The list of additional responsibilities for which instructional staff members shall receive differentiated pay is set forth in the collective bargaining agreement.~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of staff members who are assigned one (1) or more of the additional responsibilities on the list that is set forth in the collective bargaining agreement.~~

~~By _____ (date), the Superintendent will authorize payment of the salary adjustment specified in the Board adopted annual salary schedule for instructional staff to the instructional staff members who are assigned these additional responsibilities.~~

~~At a subsequent regular meeting of the Board, the list of instructional staff members who will receive this salary adjustment shall be provided to the Board members.~~

B. ~~school demographics;~~

~~The list of school demographics for which instructional staff members shall receive differentiated pay is set forth in the collective bargaining agreement.~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of instructional staff members who are assigned to schools that have the demographics that were approved by the Board for the current school year.~~

~~By _____ (date), the Superintendent will authorize payment of the amount specified in the Board adopted salary schedule for instructional staff as a salary adjustment for assignment to a school that has the demographics listed above.~~

~~At a subsequent regular meeting the Board, the list of instructional staff members who will receive this salary adjustment shall be provided to the Board members.~~

C. ~~high demand teacher needs critical shortage areas;~~

~~By _____ (date), upon the recommendation of the Superintendent, the Board shall approve any instructional staff positions that the District has identified as high demand teacher needs critical shortage areas.~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of staff members assigned to positions that have been identified as high demand teacher needs critical shortage areas by the State Board of Education or the District.~~

~~By _____ (date), the Superintendent will authorize payment of the amount specified in the annual salary schedule for instructional staff as an adjustment to the compensation of the staff members assigned in high demand teacher needs critical shortage areas.~~

At a subsequent regular meeting of the Board, the list of instructional staff members who will receive this adjustment shall be provided to the Board members.

D. level of job performance difficulties;

The list of job performance difficulties for which instructional staff members shall receive differentiated pay are set forth in the collective bargaining agreement.

By _____ (date), the _____ (title) shall submit to the Superintendent a list of instructional staff members whose assignment is characterized by the job performance difficulties set forth in the collective bargaining agreement.

By _____ (date), the Superintendent shall authorize payment of the amount specified in the grandfathered salary schedule for instructional staff as a salary adjustment to the instructional staff members eligible as a result of these job performance difficulties inherent in their assignment.

At a subsequent regular meeting of the Board, the list of instructional staff members who will receive this adjustment shall be provided to the Board members.

The amount paid for each of these District determined factors shall be subject to collective bargaining.

The grandfathered salary schedule for instructional staff shall provide a cost of living adjustment that does not discriminate among comparable classes of employees based on the salary schedule under which they are compensated and does not exceed fifty percent (50%) of the annual adjustment provided to instructional staff rated as effective.

Further, as provided by law, these annual salary adjustments become part of the instructional staff member's base salary for the next school year.

Salary Supplements

In addition to the annual salary adjustments described above, the Board shall also award salary supplements that are annual additions to the instructional staff member's salary. Salary supplements shall be paid to all instructional staff members who were hired before July 1, 2011 for any advanced degree held, and to all instructional staff members hired after July 1, 2011 but before July 1, 2014 for advanced degrees earned in their area of responsibility.

- A. By _____ (date), the _____ (title) shall submit to the Superintendent a list of instructional staff members who are eligible for the additional compensation provided by the annual salary schedule for all instructional staff members who were hired before July 1, 2011 for any advanced degree held, and to all instructional staff members hired after July 1, 2011 but before July 1, 2014 for advanced degrees earned in their area of responsibility.
- B. By _____ (date), the Superintendent will authorize payment of the amount specified in the grandfathered salary schedule for instructional staff as a salary adjustment to the instructional staff members eligible for advanced degrees held.
- C. At a subsequent regular meeting, the list of instructional staff members who will receive this supplement shall be provided to the Board.

As provided by law, these annual salary supplements shall not become part of the instructional staff member's permanent base salary.

Performance Salary Schedule for Instructional Staff

Beginning July 1, 2014, the performance salary schedule shall be the basis for paying instructional staff members new to the District, returning to the District after a break in service without an authorized leave of absence, or appointed for their first time to an instructional staff position in the District.

The performance salary schedule shall also be the basis for paying instructional staff members on annual contract as of July 1, 2014.

Additionally, the performance salary schedule shall be the basis for paying instructional staff members with a continuing contract or a professional service contract who opt out of the grandfathered annual salary schedule and into the performance salary schedule.

The base salary for instructional staff members who opt into the performance salary schedule or who are required by State law to move to the performance salary schedule must be the salary paid in the prior year, including adjustments only.

The annual salary adjustment under the performance salary schedule for an instructional staff member rated as "highly effective" must be greater than the highest annual salary adjustment available to an instructional staff member of the same classification through any other salary schedule adopted by the Board.

~~The performance salary schedule for instructional staff shall provide a cost of living adjustment that does not discriminate among comparable classes of employees based on the salary schedule under which they are compensated and does not exceed fifty percent (50%) of the annual adjustment provided to instructional staff rated as effective.~~

The performance salary schedule must not provide an annual salary adjustment for an instructional staff member who receives a rating other than highly effective or effective for the year.

Salary Supplements

The performance salary schedule for instructional staff shall provide for the following salary supplements:

- A. ~~assignment to a Title I eligible school;~~

~~By _____ (date), the _____ (title) will submit to the Superintendent a list of staff members who are assigned to a Title I school.~~

~~The Superintendent will authorize payment of the supplement specified in the collective bargaining contract for assignment to a Title I school.~~

~~At a subsequent regular meeting, the list of staff members who will receive this supplement shall be provided to the Board.~~

- B. ~~assignment to a school that received an "F" or three (3) consecutive grades of "D" pursuant to the school grading system established by State law;~~

~~By _____ (date), the _____ (title) will submit to the Superintendent a list of staff members who were assigned to a school that improved by at least one grade level for the previous school year.~~

~~By _____ (date), the Superintendent will authorize payment of the supplement specified in the collective bargaining contract for one (1) year following improved performance in the school regardless of whether or not the teacher assignment is at the school that improved.~~

- C. ~~certification and teaching in high demand the critical teacher needs shortage areas identified by the State Board of Education and/or District pursuant to State law;~~

~~By _____ (date), upon the recommendation of the Superintendent, the Board shall approve any instructional staff positions that the District has identified as high demand teacher needs critical shortage areas.~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of staff members assigned to positions that have been identified as high demand teacher needs critical shortage areas by the State Board of Education or District.~~

By _____ (date), the Superintendent will authorize payment of the supplement specified in the collective bargaining contract for the staff members assigned in high demand teacher needs critical shortage areas.

At a subsequent regular meeting, the list of staff members who will receive this supplement shall be provided.

D. assignment of additional academic responsibilities;

The list of additional academic responsibilities for which instructional staff members shall receive salary supplements are set forth in the collective bargaining agreement.

By _____ (date), each Principal shall submit to the Superintendent a list of staff members assigned additional academic responsibilities.

By _____ (date), the Superintendent will authorize payment of the supplement specified in the collective bargaining contract for the staff members assigned additional academic responsibilities. At a subsequent regular meeting, the list of staff members who will receive this supplement shall be provided to the Board.

E. advanced degree in the area of certification.

By _____ (date), the _____ (title) shall submit to the Superintendent a list of instructional staff members who have earned advanced degrees in their area of certification.

By _____ (date), the Superintendent will authorize payment of the supplement specified in the collective bargaining contract for the staff members who have earned advanced degrees in their area of certification.

The amount paid for each of these salary supplements shall be subject to collective bargaining.

[OPTIONAL]

[X] Credit for Previous Experience

The salary established for instructional personnel under the grandfathered salary schedule, and the base salary established under the performance salary schedule, will include a credit for previous experience earned in a position with similar responsibilities, as follows:

- A. The minimum time that will be recognized as a year of service is full-time actual service rendered for more than one-half (1/2) of the number of days or more than one-half (1/2) of the number of hours for the normal contractual period of service for the position held. In determining such service, sick leave and paid holidays shall be counted, but all other types of leave and holidays will be excluded.
- B. Credit for service in another state or as otherwise allowed under the adopted salary schedule shall be determined by using the minimum service required in this District for a comparable position and in accordance with provisions of the applicable collective bargaining agreement. In determining the number of days that must be served to constitute a full year of out-of-state teaching experience, the existing regulations of the State or District in which the contract was executed shall be used as the criteria.
- C. Transfer of previous experience in a position with similar responsibilities:
 1. will include all previous experience with this District;
 2. may not exceed twelve (12) years of experience from other employers;
 3. must have been earned in a position that contributed to a State retirement system or at a school that was, at the time the experience was earned, fully accredited by one (1) of the six (6) regional accrediting bodies listed below:

- a. Southern Association of Colleges and Schools
- b. Western Association of Schools and Colleges
- c. Northwest Association of Accredited Schools
- d. North Central Association of Colleges and Schools
- e. New England Association of Schools and Colleges
- f. Middle States Association of Colleges and Schools

D. An employee who claims credit for previous experience must complete and submit to the Human Resources Department the Experience Verification Form (Form 3410 F1) within the first fourteen (14) days of employment, in order to receive credit for years of service.

[END OF OPTION]

Bonuses and/or Severance Pay

If the Board provides bonuses and/or severance pay to instructional staff that are not included in an individual employment contract and/or pursuant to a collective bargaining contract, those bonuses and/or severance pay are subject to negotiations, but must strictly comply with the provisions of F.S. 215.425 that pertain to such bonuses and/or severance pay.

as follows:

- A. Any bonus plan must be based on the award of a bonus on work performance, describe the performance standards and evaluation process by which a bonus will be awarded, notify all instructional staff of the bonus policy before the beginning of the evaluation period on which a bonus will be based, and consider all instructional staff for the bonus.
- B. On or after July 1, 2011, an instructional staff member may receive severance pay that is not provided for in a contract or employment agreement if the severance pay represents the settlement of an employment dispute. Such severance pay may not exceed an amount greater than six (6) weeks of compensation. The settlement may not include provisions that limit the ability of any party to the settlement to discuss the dispute or settlement.

Instructional staff members should refer to the current collective bargaining agreement for more information regarding compensation.