

ARTICLE XVI

Professional Employee Compensation

A. Beginning July 1, 2015, salary adjustments will be made in compliance with Florida Statutes using the negotiated salary schedule and performance pay model. The base salary for a professional employee will be determined individually each year using the base salary of the employee from the previous year and applying any salary adjustment that is negotiated for the following year. The funding factors of the performance pay model will be bargained annually to determine total funds to be used for salary adjustments and the values for each of the following categories: grandfather effective, grandfather highly effective, performance pay effective, and performance pay highly effective.

B. For the 2026-2027 school year:

Classroom Teachers with 10+ Years of Full-time Teaching Experience in Florida Public Schools (HE)				
Years of Verified Full Time Teaching Experience in Florida Public Schools	Classroom Teacher Increase Allocation per HB-5001E Amount (1)	Pay for Performance Highly Effective (3)	Referendum Supplement (4)	Total
10	\$ 2,400	\$ 100	\$ 6,100	\$ 8,600
11-15	\$ 2,400	\$ 100	\$ 7,250	\$ 9,750
16-20	\$ 2,400	\$ 100	\$ 8,400	\$ 10,900
21+	\$ 2,400	\$ 100	\$ 9,600	\$ 12,100
Classroom Teachers <u>without</u> 10+ Years of Full-time Teaching Experience in Florida Public Schools (HE)				
Years of Verified Full Time Teaching Experience both in Florida and Out of Florida Schools	Pay Increase out of Operating (2)	Pay for Performance Highly Effective (3)	Referendum Supplement (4)	Total
1-5	\$ 1,200	\$ 100	\$ 5,000	\$ 6,300
6-9	\$ 1,300	\$ 100	\$ 6,100	\$ 7,500
10	\$ 2,400	\$ 100	\$ 6,100	\$ 8,600
11-15	\$ 2,400	\$ 100	\$ 7,250	\$ 9,750
16-20	\$ 2,400	\$ 100	\$ 8,400	\$ 10,900
21+	\$ 2,400	\$ 100	\$ 9,600	\$ 12,100

Non-Classroom Instructional Personnel (FL Statute 1012.1(b,c)) (HE)

Years of Verified Full Time Instructional Experience	Pay Increase out of Operating (2)	Pay for Performance Highly Effective (3)	Referendum Supplement (4)	Total
1-5	\$ 1,200	\$ 100	\$ 5,000	\$ 6,300
6-9	\$ 1,300	\$ 100	\$ 6,100	\$ 7,500
10	\$ 2,400	\$ 100	\$ 6,100	\$ 8,600
11-15	\$ 2,400	\$ 100	\$ 7,250	\$ 9,750
16-20	\$ 2,400	\$ 100	\$ 8,400	\$ 10,900
21+	\$ 2,400	\$ 100	\$ 9,600	\$ 12,100

Classroom Teachers with 10+ Years of Full-time Teaching Experience in Florida Public Schools (E)

Years of Verified Full Time Teaching Experience in Florida Public Schools	Classroom Teacher Increase Allocation per HB-5001E Amount (1)	Pay for Performance Effective (3)	Referendum Supplement (4)	Total
10	\$ 2,400	\$ 75	\$ 6,100	\$ 8,575
11-15	\$ 2,400	\$ 75	\$ 7,250	\$ 9,725
16-20	\$ 2,400	\$ 75	\$ 8,400	\$ 10,875
21+	\$ 2,400	\$ 75	\$ 9,600	\$ 12,075

Classroom Teachers *without* 10+ Years of Full-time Teaching Experience in Florida Public Schools (E)

Years of Verified Full Time Teaching Experience both in Florida and Out of Florida Schools	Pay Increase out of Operating (2)	Pay for Performance Effective (3)	Referendum Supplement (4)	Total
1-5	\$ 1,200	\$ 75	\$ 5,000	\$ 6,275
6-9	\$ 1,300	\$ 75	\$ 6,100	\$ 7,475
10	\$ 2,400	\$ 75	\$ 6,100	\$ 8,575
11-15	\$ 2,400	\$ 75	\$ 7,250	\$ 9,725
16-20	\$ 2,400	\$ 75	\$ 8,400	\$ 10,875
21+	\$ 2,400	\$ 75	\$ 9,600	\$ 12,075

Non-Classroom Instructional Personnel (FL Statute 1012.1(b,c)) (E)

Years of Verified Full Time Instructional Experience	Pay Increase out of Operating (2)	Pay for Performance Effective (3)	Referendum Supplement (4)	Total
1-5	\$ 1,200	\$ 75	\$ 5,000	\$ 6,275
6-9	\$ 1,300	\$ 75	\$ 6,100	\$ 7,475
10	\$ 2,400	\$ 75	\$ 6,100	\$ 8,575
11-15	\$ 2,400	\$ 75	\$ 7,250	\$ 9,725
16-20	\$ 2,400	\$ 75	\$ 8,400	\$ 10,875
21+	\$ 2,400	\$ 75	\$ 9,600	\$ 12,075

1. The Classroom Teacher and Other Instructional Personnel Salary Increase Allocation provided in the Florida Education Finance Program provides funding to maintain the program as well as specifics on how the allocation should be spent. For 2026-2027, salary increases from this allocation are for Classroom Teachers who have ten or more years of teaching experience in Florida public schools. Those who meet these criteria and whose hire date into a regularly established position is prior to July 1, 2026 and worked a minimum of 99 days during the 2025-2026 school year, will receive their increase based upon the table above.
2. Classroom Teachers and Other Instructional Personnel that do not meet the criteria in #1 above whose hire date into a regularly established position is prior to July 1, 2026 and worked a minimum of 99 days during the 2025-2026 school year, will receive their increase based upon the table above.
3. Instructional Personnel that receive a St. Johns County School District 2025-2026 final summative evaluation will receive Pay for Performance increases as follows:
 - a. Pay for Performance Highly Effective (HE): \$100
 - b. Pay for Performance Effective (E) and Grandfathered Highly Effective/Effective: \$75
4. The Referendum Supplement will be paid in accordance with the Memorandum of Understanding between the St. Johns Education Association and the St. Johns County School District.
5. Instructional personnel that did not receive a St. Johns County School District 2025-2026 final summative evaluation are not eligible for the increases in numbers 1, 2 and 3.

Instructional personnel who work less than 100% will earn a prorated amount as with their current salary.

Instructional personnel who terminate employment prior to the end of their contract for the 2026-2027 school year will receive a prorated amount.

[Signature] 8/24/26

Paul M. [Signature]
7/28/26