PAY FOR PERFORMANCE
BASE SALARY SCHEDULE
FOR PLACEMENT OF NEW HIRES

Beginning with the 2024-2025 School Year

Salaries of professional employees hired on or after July 1, 2022, covered by this Agreement shall be set forth on this schedule. This schedule also includes placement of employees that transfer from administrative or support staff positions on or after July 1, 2022, into instructional positions and employees that have a break in service, break in service shall be considered any period of time a person serves as a non-employee after previously being considered an employee, this may be due to resignation, retirement, non-reappointment, or termination, and return to the district in an instructional position. Rehires shall be placed at their former salary if the break in service is less than 365 days.

Associate Teachers will earn an annual base salary* of $36,000.

Professional employees placed on this salary schedule and Associate Teachers will be subject to Pay for Performance requirements for future negotiated increases.

See paragraph E for Advanced Degree Compensation.

LEVEL	Beginning 2024-2025 school year
0	$48,642.00
1	$48,642.00
2	$48,642.00
3	$48,642.00
4	$48,984.00
5	$48,984.00
6	$48,984.00
7	$49,326.00
8	$49,326.00
9	$49,326.00
10	$49,326.00
11	$49,420.00
12	$49,420.00
13	$49,420.00
14	$49,832.00
15	$50,244.00
16	$50,656.00
17	$51,068.00
18	$51,480.00
19	$51,892.00
20	$52,304.00
21	$52,716.00
22	$53,128.00

23	$53,540.00

*Based upon working 7.5 hours per day on a 196 day calendar.

C. Advanced Degree Compensation: As allowed by Florida Statute 1012.22 (only if degree is held in area of certification) for employees hired on or after July 1, 2011, an annual supplement for advance degree(s) will be Only one advanced degree supplement may be earned by each employee hired after June 30, 2011. The Advanced Degree supplement will be:

Masters	$2,730
Specialist	$3,760
PhD	$4,790

Current employees hired prior to July 1, 2011, will continue to earn the Masters, Specialist or Doctoral degree salary as outlined in subparagraph 1 below:

1. Any employee hired prior to July 1, 2011, who has earned an advanced degree and has provided the appropriate documentation, the following will be added to their base salary provided it was not already added to their base prior to July 1, 2015:

Masters	$2,730
Specialist	$3,760
PhD	$4,790

Employees may earn any combination of degrees and receive that amount. Only one degree in each category will apply.

2. All Associate Teachers are eligible for the advanced degree supplement if hired on or after July 1, 2011. The Advanced Degree supplement will be:

Masters	$2,730
Specialist	$3,760
PhD	$4,790

3. All Speech Language Pathologists hired after July 1, 2011, who hold a Master's degree in field are eligible for the advanced degree supplement if they hold Florida Department of Education certification or Florida Department of Health certification/licensure. The Advanced Degree supplement will be:

Masters	$2,730
Specialist	$3,760
PhD	$4,790

4. Beginning July 1, 2015, all Mental Health Counselors hired after July 1, 2011 who hold a Master's degree are eligible for the advanced degree supplement if they hold a valid Florida Department of Education (DOH) certification/licensure as a Licensed Mental Health Counselor or Licensed Clinical Social Worker. The Advanced Degree supplement will be:

Masters	$2,730
Specialist	$3,760
PhD	$4,790

5. Beginning July 1, 2015, all Behavior Specialists hired after July 1, 2011 who hold a Master's degree are eligible for the advanced degree supplement if they hold a valid certification as a Board Certified Behavior Analyst (BCBA) or Board Certified Behavior