



Instructional Employee Incentives

Update - Advanced Degree Award (must meet criteria):

- ✓ Masters **\$2,730.00**
- ✓ Specialist **\$3,760.00**
- ✓ PhD **\$4,790.00**

Incentive Pay for St. Johns Technical High School \$2,500.00 (Negotiated Yearly)

- ✓ **Update** - Incentive Pay for Gains/Transitions Schools **\$3,500.00** (Negotiated Yearly)
- ✓ **Update** - Differentiated Pay for Identified Critical Shortage Areas (Negotiated Yearly Supplement)
 - ✓ Title I/High Need – **2021-22 Award \$950.00**
 - ✓ Critical Shortage (Math – Algebra II and higher, Chemistry, Physics, Speech Language, ESE Access Points, Reading (Middle & High), ASL – **2021-22 Award \$450.00**
 - ✓ ESE Self Contained (EBD, ID and Pre-K) - **2021-22 Award \$950.00**
- ✓ ESOL, Gifted, and Reading Endorsements
 - ✓ Free classes and supplement (after 4 years of continuous service)
- ✓ Pay for Performance for Highly Effective & Effective SJCS D Evaluations
- ✓ Lead Teacher Funds (fixed amount each year for classroom supplies)
- ✓ **Update** - Retirees may be granted up to 23 years of verifiable teaching experience for salary purpose.
- ✓ Comprehensive Benefits Package, including medical, dental, and vision coverage, free life and long-term disability insurance
- ✓ Enrollment in the Florida Retirement System
- ✓ Accrued sick leave days (up to 10 per year)
- ✓ Six paid holidays
- ✓ Access to 3 School District Medical Clinics, free of charge (if on medical plan) to include the Employee Assistance Program
- ✓ Access to onsite day care/extended day (if available) with reduced rates
- ✓ Professional Learning Community Support
- ✓ Mentorship (School and District Mentors for all instructional staff with 0-3 teaching experience.)
- ✓ Learning Cohort
- ✓ Monthly New Teacher Meetings

Update - Starting salary of \$47,500.00

**Daytime hours and no working weekends
Off at Thanksgiving, Winter Break and Spring Break**

*Incentive programs and salary determinations are based upon Florida law, District policy and a Collective Bargaining Agreement.
Eligibility requirements apply.*