

ARTICLE XVII – SALARY

A. The base salaries for all Type "E" and Type "J" employees shall be as set forth in this Article. The base salaries of all Type "G" teachers shall be set forth in Article VIII of this Agreement.

2006-2007 Instructional Salary Schedule

Level	10- month	11- month	12- month	Yrs of Service
AA	35,000	38,929	46,429	0
BB	35,400	39,373	46,959	1
CC	35,900	39,930	47,622	2
DD	36,500	40,597	48,418	3 & 4
EE	37,200	41,376	49,347	5 & 6
FF	38,100	42,377	50,541	7 & 8
GG	39,200	43,600	52,000	9 & 10
HH	40,500	45,046	53,724	11 & 12
II	41,900	46,603	55,582	13 & 14
JJ	43,500	48,383	57,704	15 & 16
KK	45,300	50,385	60,092	17
LL	47,300	52,609	62,745	18
MM	49,500	55,056	65,663	19
NN	51,800	57,614	68,714	20
OO	54,550	60,673	72,362	21+

Teachers shall accrue annual leave which will accrue consistent with board policies for all other 12-month employees.

Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the Board subject to the provisions of Chapter 447, F.S. It is further understood that upon expiration of the Agreement, incremental steps on the salary schedule are subject to renegotiations and are not automatically payable until such time as a new salary schedule has been ratified.

For Master's Degree (or Rank II equivalent pursuant to Florida Department of Education Rules), add \$2,625 to the base salary.

For Specialist's Degree (or Rank IA equivalent pursuant to Florida Department of Education Rules), add \$3,900 to the base salary.

For Doctorate Degree (or Rank I equivalent pursuant to the Florida Department of Education Rules), add \$5,200 to the base salary.

1 Except as otherwise provided herein, a teacher who is assigned to work in
2 an instructional capacity involving direct contact with students, e.g.
3 elementary school foreign language programs, and when such
4 assignments are during the teacher's normal work year and beyond the
5 normal teacher forty (40) hour workweek, time spent on such
6 assignments shall be paid at the affected teacher's hourly rate. For each
7 one hour of work time, the teacher shall be scheduled for no less than
8 fifteen (15) minutes of preparation time.
9

10 The parties agree to form a Salary Study Committee for the purpose of
11 developing a competitive teacher salary schedule. Committee
12 recommendations to be made to the parties for the purpose of
13 negotiations prior to the start of bargaining for a successor Agreement.
14 The Union and the Superintendent shall each appoint one-half (1/2) of the
15 committee members.
16

17 B. Two (2) years of credit for purposes of placement and vertical movement
18 on the salary schedule shall be given for military service completed since
19 January 1, 1940. A year of experience shall be granted for twelve (12)
20 months of active duty service. A partial year shall be counted if the active
21 military service is within thirty (30) days of being a full year. Additional
22 credit shall not be allowed for teaching assignments while in military
23 service.
24

25 C. Ninety-nine (99) or more days of full-time teaching, to include paid leave,
26 in any single year shall be considered as one (1) full year of experience. If
27 a full-time teacher works no less than one (1) full semester and such full
28 semester has fewer than ninety-nine (99) days, one year of experience
29 will be granted for pay purposes.
30

31 D. Adjustments to higher salary levels shall be made upon submission by the
32 teacher of appropriate academic credentials. These adjustments shall be
33 included in the first paycheck practicable following submission of the
34 appropriate credentials and shall be paid retroactive to the date earned
35 within the current fiscal year.
36

37 E. The Board shall provide terminal pay to any teacher upon the teacher's
38 retirement or to his/her estate or beneficiary if service is terminated by
39 death. However, such terminal pay shall not exceed the amount shown as
40 follows:
41

42 1. During the first three (3) years of district service, the daily rate of
43 pay multiplied by thirty-five percent (35%) times the number of
44 days of accumulated sick leave.

- 1 2. During the next three (3) years of district service, the daily rate of
2 pay multiplied by forty percent (40%) times the number of days of
3 accumulated sick leave.
4
- 5 3. During the next three (3) years of district service, the daily rate of
6 pay multiplied by forty-five percent (45%) times the number of
7 days of accumulated sick leave.
8
- 9 4. During the next three (3) years of district service, the daily rate of
10 pay multiplied by fifty percent (50%) times the number of days of
11 accumulated sick leave.
12
- 13 5. During and after the thirteenth (13th) year of district service, the
14 daily rate of pay multiplied by one hundred percent (100%) times
15 the number of days of accumulated sick leave.
16
- 17 6. The four (4) days of sick leave credited to each teacher shall be
18 treated as four (4) days of entitlement upon the teacher's
19 retirement or to his/her estate or beneficiary if service is terminated
20 by death.
21
- 22 7. Payment for terminal pay as described above will be paid sixty (60)
23 days after the date of normal retirement.
24
- 25 F. To calculate a teacher's daily rate of pay, the base salary shall be divided
26 by one hundred ninety-six (196). To calculate an eleven (11) or twelve
27 (12) month teaching contract salary, the ten (10) month base salary shall
28 be divided by one hundred ninety-six (196) days and multiplied by the
29 actual number of contract days.
30
- 31 G. Effective January 1, 1999, salaries for teachers shall be paid by direct
32 deposit. Effective July 1, 1999, salaries for teachers shall be paid by direct
33 deposit on a bi-weekly schedule over the term of their school year, or
34 twelve months at the teacher's discretion. For teachers on a traditional
35 calendar, the choice will be twenty-one (21) or twenty-six (26) paydays in
36 equal payments. Teachers hired after the first day of the normal contract
37 year (late hires) shall be paid the number of paychecks remaining in the
38 26-pay cycle for the balance of that contract year. For subsequent years
39 of continuous employment such late hire teachers shall have the option of
40 twenty-one (21) or twenty-six (26)-paydays in equal payments as
41 described above.
42